



Benilde-St. Margaret's

A Catholic, college preparatory school, grades 7 - 12

President

SEARCH PROSPECTUS



BENILDE-ST. MARGARET'S SCHOOL

ST. LOUIS PARK, MINNESOTA

www.bsmschool.org

START DATE - JULY 2023 OR SOONER

Partners in Mission School Leadership Search Solutions, LLC



MISSION

STATEMENT

Benilde-St. Margaret's School educates, empowers, and inspires learners within a Catholic community to lead lives of faith, achieve academic excellence and contribute meaningfully to a global society.

IDENTITY STATEMENT

Benilde-St. Margaret's is a Catholic, co-educational college-preparatory school serving students in grades 7-12. Rooted in the vibrant traditions of the Sisters of St. Joseph of Carondelet, the Christian Brothers, and the Order of St. Benedict, we are uniquely blessed with three charisms that guide how we teach, act, and treat one another. We develop the whole student through a rigorous curriculum, leading-edge learning experiences, extensive co-curricular opportunities, faith formation and a robust service-learning program. We value our strong and lifelong relationships with parents, alumni, local schools, parishes, religious organizations, and the larger Benilde-St. Margaret's community.

OVERVIEW

Benilde-St. Margaret's School (BSM) is one of Minnesota's top Catholic, independent, college preparatory schools for nearly 1,200 students in grades 7-12. Located in St. Louis Park, a first ring suburb of Minneapolis, BSM takes a rigorous and holistic approach to education and is focused on helping all students reach their highest potential for a successful future.

BSM offers a rigorous and relevant curriculum, leading-edge learning experiences, extensive co-curricular opportunities, faith formation, and a robust service-learning program. The school is also deeply committed to fostering a genuine sense of belonging for all students, regardless of race, ethnicity, socio-economic level, or ability.

FAST FACTS



1,149

Total Students



21%

Students of Color



62%

Students who Identify as Catholic

Benilde-St. Margaret's seeks a dynamic leader as its next President to start in July 2023 or sooner. The successful candidate will be a highly experienced Catholic leader who has the capacity and vision to build on an impressive level of success and take BSM to even greater heights. The President serves as the school's chief executive and strategic officer, responsible for fostering a culture and climate of excellence and moral development among students, faculty, and staff. This is an exceptional opportunity to lead a forward-thinking school with deep roots, an unwavering commitment to student success, and an enduring grounding in its Catholic identity.

SCHOOL HISTORY

In 1907, the Sisters of St. Joseph of Carondelet founded St. Margaret's Academy in Minneapolis. For over a half-century, this all-girls school ran independently. In 1956, the Christian Brothers founded Benilde High School, an all-boys school, in the Minneapolis suburb of St. Louis Park. In the 1970s, with enrollments decreasing at both schools, the two joined together to officially form the co-educational Benilde-St. Margaret's School. The newly combined school grew steadily through the late 20th century and was named a Blue Ribbon School of Excellence by the U.S. Department of Education. A capital campaign in the early 2000s led to the school's state-of-the-art expansion, including a new chapel, library, classroom wing, performing arts center, administrative office spaces and athletic facilities. Moreover, a recent successful capital campaign provided additional innovative learning, technology, and collaboration spaces.

THE SCHOOL

BSM has a strong reputation for its focus on holistic education within the Catholic tradition. Throughout the 7-12 program, the school attends to the intellectual, physical, emotional, interpersonal, and spiritual well-being of students to ensure they are prepared to reach their highest potential.

Led by experienced faculty, the school believes students learn best by actively participating in meaningful, challenging activities in safe environments that are conducive to success and that foster critical thinking and creativity. BSM also believes that diversity and multicultural education are essential components of students' lives as they prepare to live and work in an ever-evolving, complex world.

Teachers, staff, and coaches — in partnership with parents and families — take seriously the responsibility to provide quality instruction, model conscientious behavior, and assist students in learning to make good decisions based in Christian values.

The BSM community welcomes and celebrates the histories, experiences, and identities of each of its members. It believes that shared experiences — formal and informal — within a diverse community foster authentic human

COLLEGE MATRICULATION

BSM students consistently score well above average on the ACT and SAT tests, with numerous National Merit finalists, semifinalists and commended scholars recognized annually.

Graduates go on to the top colleges and universities in the country. Graduates from 2015-2022 attend the following, among others:

American University
Baylor University
Boston University
Brown University
Catholic University of America
College of the Holy Cross
College of William and Mary
Colgate University
Cornell College
Dartmouth College
Duke University
Fordham University
George Washington University
Georgetown University
Harvard University
Loyola Marymount University
Loyola University, Chicago
Marquette University
Massachusetts Institute of Technology
McGill University
Mount Holyoke College
New York University

relationships and growth. The school also supports community members in their journey toward greater human understanding and personal development through a variety of courses and topics studied across the curriculum and through programming, student organizations, leadership development, student and parent affinity groups, and professional learning opportunities.

GOVERNANCE AND ADMINISTRATION

BSM operates under a governance model prevalent in most independent Catholic schools. The Principals report to the President, who reports directly to the 21-member Board of Directors. 18 serve as “at-large” members and are nominated and chosen from the BSM community of stakeholders. One board member serves as a representative of the Archdiocese of St. Paul-Minneapolis; another is representative of the Carondelet Sisters of St. Joseph (CSJ), founding community of St. Margaret’s; and a Christian Brother, founding community of Benilde High School. The Board of Directors does much of its work through an appropriate committee structure.

CAMPUS

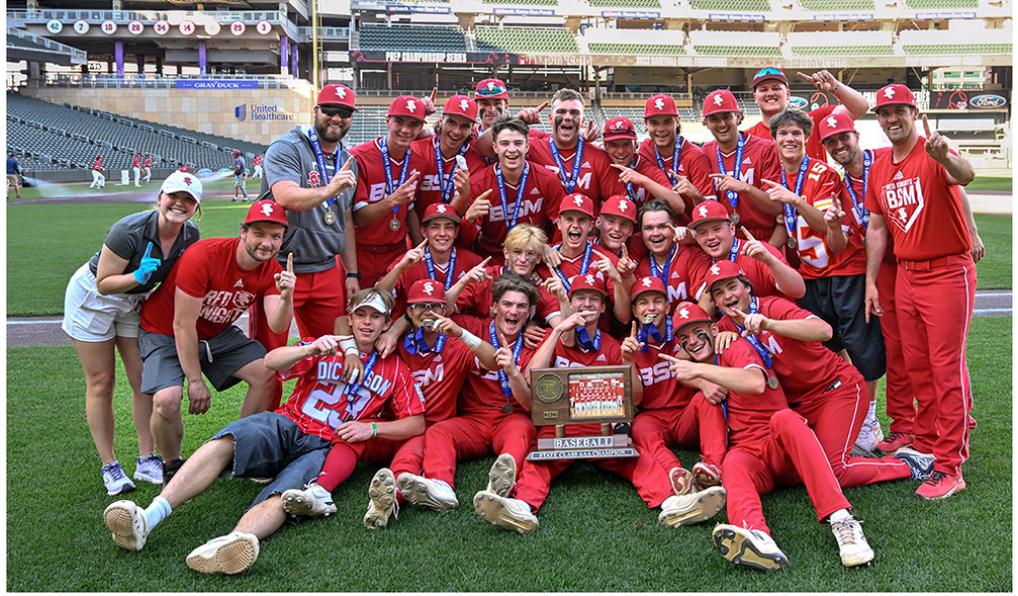
Benilde-St. Margaret’s sits on 32 acres in the Twin Cities suburb of St. Louis Park. The attractive mid-20th-century school building has been steadily updated over the years. In 2019, the school completed a 10,000-square-foot renovation and created state-of-the-art science labs and a multi-purpose teaching, meeting and performance space called the Atrium. In 2021, another 10,000 square feet of learning space called the CUBE was added to promote student creativity, curiosity, and collaboration. The technology infrastructure and the ventilation systems underwent large-scale renovations to support school operations during the COVID-19 pandemic.

The campus also includes present-day classrooms, a college and career center, a welcoming chapel, a modern library, a gymnasium, a performing arts center, and multiple athletic fields.



COLLEGE MATRICULATION CONTINUED

Ohio Wesleyan
Spelman College
Swarthmore College
University of Texas, Austin
Tulane University
University of Chicago
University of Minnesota,
Twin Cities
University of Notre Dame
University of Southern
California
Vanderbilt University
Villanova University
Xavier University



STRATEGIC PLAN

BSM engaged a group of stakeholders as a Strategic Planning Team, charged with envisioning its future. This team met with students, faculty, staff, alumni, religious and business leaders, along with others from the community. Through these channels, the team built an understanding of the current educational environment, identified strengths, and articulated opportunities for growth. The finished plan represents a well-researched and collaborative discovery of the community's aspirations.

Strategic Plan 2025, called *Rich History. Radiant Future*, outlines a vision forward for Benilde-St. Margaret's built upon four core pillars – Exceptional Academics, Being Catholic in the World, Vibrant Community, and Investing in the Future. The Benilde-St. Margaret's community embraces its profound responsibility to impact not only the lives of its students and alumni, but the millions of lives Red Knights will collectively impact over the course of time.

[Click here to view this detailed plan.](#)

ACADEMICS

The BSM curriculum is designed to prepare students for the dynamic and ever-changing world in which they will study, live, and work.

The Junior High School offers a comprehensive curriculum for students in grades 7-8 with a strong emphasis on the development of literacy skills. Core courses include English, mathematics, science, social studies, world languages, religious studies, and the arts. In the junior high, each student is provided a MacBook for daily academic use. Technology is integrated into all areas of the curriculum.

FAST FACTS



16%

Students Receiving Financial Aid



\$22M

Annual Operating Budget



\$11.5M

Endowed Funds

The Senior High School curriculum includes core courses in English, mathematics, science, social studies, world languages, religious studies, and the arts for students in grades 9-12. The program offers numerous honors courses and 23 Advanced Placement courses, and college in the classroom opportunities. Students also have access to a wide range of elective courses that allow them to follow their passions and interests. Signature programs include Research, Engineering, and Design (RED) and Explore, Partnership, Inspire, and Connect (EPIC) — both designed to engage students in real-world professional experiences. All senior high students also receive MacBooks, and technology integration is seamlessly utilized in all classes. Counselors are assigned to students in ninth grade and remain with them for their entire high school career. Additionally, counselors work with all juniors and seniors, in collaboration with their parents, to provide comprehensive college preparation.

BSM's current strategic plan includes further adapting the academic program to the changing needs of students and society by providing innovative and authentic learning experiences and ensuring effective instructional approaches to promote the enduring skills of creativity, critical thinking, communication, and collaboration. The strategic plan also outlines a goal to expand opportunities for students to earn college credit throughout the academic program. To this end, BSM recently announced partnerships with St. Mary's University and the University of Minnesota, offering a total of nine college credit courses.





FAITH LIFE

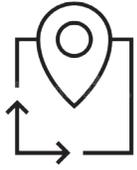
The Campus Ministry program at Benilde-St. Margaret's is designed to enhance the lives of each student through a commitment to community, faith development, learning, service, and social justice. Campus ministry is realized and expressed not by one person or group, but as a community-wide experience lived out in a variety of programs. Through campus ministry, each member of the BSM community self-reflects on developing their personal and spiritual growth.

The lesson shared with students is that campus ministry helps them understand what it means to be loved by God. Through our programs, faculty and staff help students strengthen their relationship with God, discern their spiritual gifts, and see God's will in their lives. Students also learn how to witness their faith more openly with one another, supporting each other in living as disciples of Jesus.

Through the Red Knight Volunteer Corps students stretch their knowledge of the world by meeting new people, engaging in activities and projects they might not normally consider, and seeing how a mature faith experience involves service, commitment, and intellectual understanding.

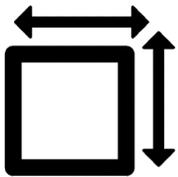
Fostering a school culture that values and honors each and every student - regardless of race, ethnicity, or ability - is paramount to Benilde-St. Margaret's Catholic heritage and our mission to help young people thrive academically and spiritually.

FAST FACTS



32

Campus Acres



217,000

Square Feet of Facilities



13,000

Active Alumni

At the core of BSM's culture is the Christian belief that every person is created in the image of God. This means that as a community of faith, Benilde-St. Margaret's embraces the beauty of our differences and respects the lives, customs, traditions, and personal faith journey of each student, faculty and staff member, and alumni in the BSM community.

As a community of faith, BSM seeks to draw each member to responsible participation in the life, mission, and work of the school, centered around Jesus Christ.

ARTS, ATHLETICS, AND CO-CURRICULARS

The visual arts program at BSM provides students with opportunities to develop talents and creativity, leveraging imagination through artistic expression and effective visual expression. Firmly rooted in the broad cultural history of art, students work in a collaborative peer-learning environment developing problem-solving skills and achieve visual literacy through creativity and self-expression.

The BSM music department nurtures an appreciation for composition and music, recognizing the important role music plays in developing a student's self-esteem and academic achievement. Students have both formal course offerings and extracurricular band, orchestra, jazz, and choir groups to express themselves musically.

The BSM drama department offers three musical performance opportunities annually, two in the Senior High and one in the Junior High. Additional smaller scale drama productions are presented during the school year.

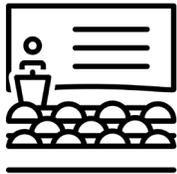


FAST FACTS



89

Zip Codes Represented



11:1

Student/Teacher Ratio



\$1.9M

Financial Aid Budget

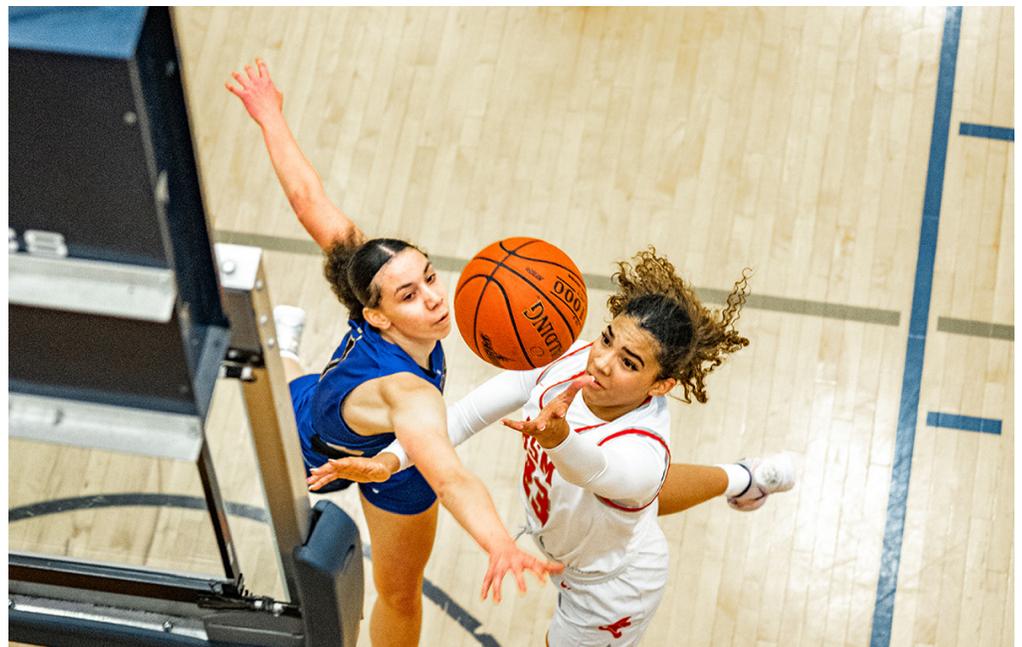
BSM offers more than 70 different athletic and co-curricular programs during the school year, across three seasons. Over 93% of BSM students participate in at least one athletic or co-curricular activity. The athletic programs – in fall, winter, and spring – provide girls and boys opportunities to participate in varsity and junior varsity teams in football, soccer, cross-country, swimming, diving, tennis, volleyball, dance, alpine and Nordic skiing, hockey, basketball, wrestling, baseball, golf, softball, and track and field. The school also offers student athletic clubs for bowling, ultimate frisbee, figure skating, clay target shooting and more. Over the past 20 years, BSM has won 32 state titles.

The co-curricular program includes yearbook, newspaper, literary journal, business professionals, debate, math league, model UN, mock trial, speech, the knowledge bowl, chess, medical club, the leadership council, a robotics squad, ski & snowboard, student council, mentorships, the Red Knight Volunteer Corps, mission trips, the National Honor Society, National Arts Honor Society, and the National World Language Honor Society.

BSM students annually volunteer nearly 3,900 hours of service time in local communities.

THE POSITION

The President is the Chief Executive Officer of the school, and as such, holds full responsibility for implementation of the school's mission and charisms and all aspects of the school's business and advancement operations. As a visionary and strategic leader, the President is directly responsible for the external affairs of the school, for ensuring sufficient resources, sound



fiscal management, and financial stability of the school through oversight of the business operations, development, alumni, community relations, and enrollment management activities. The President reports to and works with the Board of Directors to promote the good reputation and values of the school to the external community.

The ideal candidate will be able to articulate a direction and priorities for the school through the implementation of its well-designed strategic plan and have experience in overseeing and utilizing opportunities with and among other educational institutions and community organizations. As a visible presence within and outside the school community, the President must be able to advance the marketing and advancement initiatives of the school. Ideally, the successful candidate will have significant executive leadership experience, expertise in financial and business management, able to articulate BSM's value proposition, and the willingness to play an active role in acquiring funds through the solicitation of major gifts, planned gifts, and capital campaign contributions. Candidates should possess exemplary communication and relationship building skills that inspire confidence and collaboration.

Finally, the new President should have a passion for advancing the mission of Catholic education, possess an understanding of the President/Principal model of administration, and be comfortable working with a committed Board of Directors.





While the President must have a demonstrated capacity for broad institutional leadership, candidates could have attained this experience through various career paths, including primary, secondary, or higher education, non-profit management, fundraising and advancement domains, or work in the corporate or public sector. Regardless of the career path, the prospective President must have expert knowledge of and a proven record of building upon a strong community culture and identifying, cultivating, and developing strategic partnerships to ensure continued accessibility, success, and sustainability.

Applicants are expected to have an active Catholic faith life and possess a willingness to share their faith with others. Salary and benefits are competitive with the local market and commensurate with experience.

DESIRED QUALITIES AND QUALIFICATIONS

We seek candidates who are mission-driven leaders with a demonstrated capacity to think strategically while inspiring and motivating teachers, students, parents, alumni, and stakeholders to advance the school's vision of excellence based on BSM's beliefs and mission.

The next President of Benilde-St. Margaret's School is expected to exhibit many of the following qualifications:

- Practicing Catholic with a vibrant faith who has a genuine respect for religious and intellectual freedom and the faith and religious beliefs of others.
- Enthusiastic and articulate advocate for co-educational Catholic education.
- Capacity to comprehend the value of a Catholic community imbued by BSM's unique charisms and fostering a spirit of belonging and unity for all community members; ability to embrace, model, and promote the School's mission and vision.

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- Commitment to and skill in building and strengthening a diverse and inclusive community consistent with a Catholic identity and the ability to navigate diverse cultural and social situations with ease.
 - Executive presence with demonstrated distinction in a wide variety of areas involved with successfully leading an educational, business, or other institutional community, specifically in matters pertaining to marketing, enrollment management, fiscal management, facilities management, strategic planning, alumni relations, and fundraising.
 - Highly skilled relationship builder with proven ability to cultivate partnerships with other organizations in education, business, and philanthropic communities to ensure exceptional growth and leadership opportunities for students.
 - Hands-on management experience that demonstrates vision and courage and the ability to communicate and lead effective change in an authentic and transparent method while holding all accountable.
 - Self-motivated individual with excellent ability to work collaboratively in a President-Principal model and with the full range of school constituencies.
 - Experience developing effective working relationships with Board of Directors members.
 - Experience in organizational development and problem solving.
 - Excellent oral and written communications skills and ability to effectively interact with parents, students, teachers, and administrators. Excellent presentation skills when addressing faculty and staff, parents, and the community in general.
 - Experience integrating research, data analysis, and metrics to help define and achieve desired outcomes or benchmarks of excellence.
 - Fair, fun, and compassionate executive who leads with missionary zeal.





ABOUT ST. LOUIS PARK, MINNESOTA

St. Louis Park, a city with a population around 49,000, is located just west of Minneapolis. The community balances the energy of the city and the quiet, down-to-earth feel of a smaller town. It promotes many fun and diverse options for dining and shopping, as well as numerous community and leisure activities. St. Louis Park is part of the inner-ring of suburbs around the Twin Cities metro area. The Minneapolis-St. Paul airport is only 20 minutes away and the area's hospital, Park Nicollet Methodist Hospital, has been recognized as a top 100 hospital in the United States.

A short, 10-minute drive to the east gets you to the heart of downtown Minneapolis, with easy access to the central business district, entertainment, and many excellent restaurants. The Twin Cities boasts a strong labor market and is home to large international companies such as Target, Best Buy, UnitedHealth Group, 3M, Medtronic, General Mills, U.S. Bank, Xcel Energy, among others.

Take a short 10-minute drive west and you will find yourself at Lake Minnetonka, one of the ten largest lakes in Minnesota and a recreational destination for many. But as Minnesota is known as the Land of 10,000 lakes, you can also find your spot by the water closer to home. Westwood Lake and Meadowbrook Lake are right in St. Louis Park, and the popular Bde Maka Ska (formerly known as Lake Calhoun) and Lake Harriet are just a few miles away.

True to its name, St. Louis Park offers a number of green spaces for its residents, including several outdoor recreational areas with hiking trails, skiing, and skating. The town also shares Minnesota's love of professional sports, where locals cheer for the Vikings in NFL football, the Twins in MLB baseball, the Wild (men's) and White Caps (women's) in professional hockey, the Timberwolves (men's) and Lynx (women's) basketball teams, and the recently established professional soccer teams of the Minnesota United Loons (men's) and Aurora FC (women's).



Assemble all of the application materials in one email to:

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APPLICATION PROCEDURE

- To apply, please submit the following four documents, confidentially, and as separate PDF attachments.
 - » Letter of Interest that aligns your experiences and skill sets with the current needs of the school as you understand them.
 - » Statement of Catholic educational philosophy.
 - » Current resume with all appropriate dates included.
 - » List of five references with name, relationship, phone number and email address. No references will be contacted without your knowledge and approval.
- Please include BSM in the subject field.



Partners in Mission School Leadership Search Solutions is the retained search division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. As partners among ourselves and with our clients' missions, we value, understand, and embrace the importance of Catholic education in our personal and professional lives — and remain committed to ensuring its strength and vitality for years to come. Engaged by religious and school communities, boards and dioceses, our team of dedicated search consultants have identified and secured mission-driven professionals to serve in a myriad of diverse Catholic school and diocesan leadership positions from Massachusetts to Hawaii.

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